

## **Exhibit A**

**UNITED STATES BANKRUPTCY COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

In re:

City of Detroit, Michigan,  
Debtor.

Bankruptcy Case No. 13-53846

Judge Thomas J. Tucker

Chapter 9

**DECLARATION OF DANETTE SEARS**

Danette Sears declares as follows:

1. I am an employee of BeneSys, Inc., which serves as the third-party administrator of the Sheet Metal Workers' Local Union No. 80 Pension Trust Fund (the "SMW 80 Pension Fund"). In my role at BeneSys, I serve as the Plan Manager for the SMW 80 Pension Fund.

2. In my capacity as Plan Manager, I am familiar with the SMW 80 Pension Fund's records, including but not limited to the attached records describing the City of Detroit ("City") employee contribution history and the enclosed wage sheets. See Attachments A1 and A2, respectively.

3. In my capacity as Plan Manager, I am responsible for, among other things, monitoring employer pension contributions to the SMW 80 Pension Fund.

4. I have reviewed the records of the SMW 80 Pension Fund. At no time before the City stopped contributing to the SMW 80 Pension Fund did the SMW

80 Pension Fund learn that the City was terminating its sheet metal work performed under the Special Services Agreement.

5. The SMW 80 Pension Fund issued its Notice of Assessment on March 30, 2020 and the City of Detroit received that Notice of Assessment on April 7, 2020. See Attachment A3.

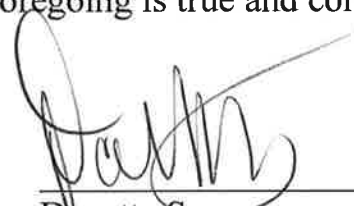
6. The City made its first installment payment of \$9,737 via a letter dated August 3, 2020 which was received by the SMW 80 Pension Fund on or around August 17, 2020. That first installment payment was due no later than May 1, 2020 and, therefore, the City was late with its first payment.

7. The City made its second installment payment of \$9,737 on or around September 24, 2020. That second installment payment was due no later than August 1, 2020 and, therefore, the City was late with its second payment.

8. I am more than twenty-one years of age, am competent to testify and would, if called, testify to the above-stated matters from personal knowledge.

I certify under penalty of perjury that the foregoing is true and correct.

Dated: October 1, 2020

  
\_\_\_\_\_  
Danette Sears

## **Attachment A1**



EC EMPLOYEE CUMULATIVE									
S	Deposit	Work	Month	Contr	Contr Name	HRSWORK	GROSS	BASE	PEN
C	10/14/05	05/05	009330	CITY OF DE	152.00	5618.38	5061.60	152.00X	1073.11X
C	10/14/05	06/05	009330	CITY OF DE	152.00	5618.38	5061.60	152.00X	1012.32X
C	10/14/05	07/05	009330	CITY OF DE	152.00	5618.38	5061.60	152.00X	1012.32X
C	10/25/05	09/05	009330	CITY OF DE	151.00	5581.41	5028.30	151.00X	1005.66X
C	12/23/05	11/05	009330	CITY OF DE	120.00	4599.40	4143.60	120.00X	799.20X
C	12/23/05	11/05	009330	CITY OF DE	160.00	6132.53	5524.80	160.00X	1065.60X
C	03/23/06	01/06	009330	CITY OF DE	104.00	3986.14	3591.12	104.00X	692.64X
C	03/10/06	02/06	009330	CITY OF DE	156.00	5362.71	4831.27	156.00X	1038.96X
C	03/10/06	12/05	009330	CITY OF DE	150.00	4599.40	4143.60	150.00X	999.00X
C	03/28/06	01/06	009330	CITY OF DE	-104.00	-3986.14	-3591.12	-104.00X	-692.64X
C	03/28/06	01/06	009330	CITY OF DE	104.00	3547.67	3196.10	104.00X	692.64X
C	03/28/06	02/06	009330	CITY OF DE	-156.00	-5362.71	-4831.27	-156.00X	-1038.96X
C	03/28/06	02/06	009330	CITY OF DE	156.00	5347.09	4817.20	156.00X	1038.96X
C	05/05/06	03/06	009330	CITY OF DE	192.00	6549.54	5900.49	192.00X	1278.72X
C	05/16/06	04/06	009330	CITY OF DE	143.40	4891.69	4406.92	143.40X	955.04X
C	06/16/06	05/06	009330	CITY OF DE	84.00	2042.70	1840.27	84.00X	559.44X
Total of Records Printed 71						10171.90	343893.37	309813.80	58865.44
Total of Current Balance						10171.90	343893.37	309813.80	58865.44

MI 48083 07/71	Rec: HL:	MI 48083 07/71	Rec: HL:
963.74X	208.00X	963.74X	208.00X
863.22X	183.90X	863.22X	183.90X
1267.78X	270.00X	1267.78X	270.00X
976.81X	171.00X	976.81X	171.00X
914.46X	184.00X	914.46X	184.00X
997.60X	208.00X	997.60X	208.00X
1016.82X	207.70X	1016.82X	207.70X
857.31X	169.00X	857.31X	169.00X
991.36X	210.80X	991.36X	210.80X
1336.10X	278.20X	1336.10X	278.20X
1056.83X	222.90X	1056.83X	222.90X
905.63X	174.30X	905.63X	174.30X
986.41X	203.70X	986.41X	203.70X
829.68X	164.40X	829.68X	164.40X
1303.49X	272.00X	1303.49X	272.00X
744.85X	144.00X	744.85X	144.00X
-905.63X	-174.30X	-905.63X	-174.30X
905.63X	174.30X	905.63X	174.30X
1025.30X	192.00X	1025.30X	192.00X
790.37X	148.80X	790.37X	148.80X
782.36X	143.80X	782.36X	143.80X
848.74X	156.00X	848.74X	156.00X
848.74X	156.00X	848.74X	156.00X
805.21X	148.00X	805.21X	148.00X
1011.41X	186.80X	1011.41X	186.80X
891.44X	150.50X	891.44X	150.50X
873.54X	145.40X	873.54X	145.40X
1121.06X	186.60X	1121.06X	186.60X
856.12X	142.50X	856.12X	142.50X
1192.56X	198.50X	1192.56X	198.50X
878.35X	146.00X	878.35X	146.00X
758.19X	126.20X	758.19X	126.20X
961.26X	160.00X	961.26X	160.00X

L:0080 A C1s:AA

MI 48083 07/71

Rec: HL:

MI 48083 07/71

Rec: HL:

MI 48083 07/71

Rec: HL:

MI 48083 07/71

Rec: HL:

EC EMPLOYEE CUMULATIVE									
S	Deposit	Work	Month	Contr	Contr Name	HRSWORK	GROSS	BASE	PEN
C	07/14/01	06/01	009330	CITY OF DE	208.00	6158.06	5547.80	208.00X	1073.11X
C	08/18/01	07/01	009330	CITY OF DE	183.90	5515.79	4969.18	183.90X	1012.32X
C	09/15/01	08/01	009330	CITY OF DE	270.00	8100.82	7298.04	270.00X	1012.32X
C	10/13/01	09/01	009330	CITY OF DE	171.00	6241.62	5623.08	171.00X	1005.66X
C	11/10/01	10/01	009330	CITY OF DE	184.00	5843.22	5264.16	184.00X	799.20X
C	12/08/01	11/01	009330	CITY OF DE	208.00	6374.43	5742.73	208.00X	1065.60X
C	01/19/02	12/01	009330	CITY OF DE	207.70	6497.26	5853.39	207.70X	1016.82X
C	02/09/02	01/02	009330	CITY OF DE	169.00	5478.02	4935.15	169.00X	857.31X
C	03/16/02	02/02	009330	CITY OF DE	210.80	6334.58	5706.83	210.80X	991.36X
C	04/20/02	03/02	009330	CITY OF DE	278.20	8537.41	7691.36	278.20X	1336.10X
C	05/18/02	04/02	009330	CITY OF DE	222.90	6752.91	6083.70	222.90X	1056.83X
C	06/15/02	04/02	009330	CITY OF DE	174.30	5786.79	5213.32	174.30X	905.63X
C	07/13/02	06/02	009330	CITY OF DE	203.70	6331.26	5703.84	203.70X	986.41X
C	08/10/02	07/02	009330	CITY OF DE	164.40	5325.29	4797.56	164.40X	829.68X
C	09/21/02	08/02	009330	CITY OF DE	272.00	8366.43	7537.32	272.00X	1303.49X
C	10/19/02	09/02	009330	CITY OF DE	144.00	4780.81	4307.04	144.00X	744.85X
C	12/08/02	04/02	009330	CITY OF DE	-174.30	-5786.79	-5213.32	-174.30X	-905.63X
C	12/08/02	04/02	009330	CITY OF DE	174.30	5786.79	5213.32	174.30X	905.63X
C	02/15/03	11/02	009330	CITY OF DE	192.00	6580.88	5928.72	192.00X	1025.30X
C	02/15/03	10/02	009330	CITY OF DE	148.80	5072.98	4570.25	148.80X	790.37X
C	03/29/03	12/02	009330	CITY OF DE	143.80	5021.58	4523.95	143.80X	782.36X
C	03/29/03	12/02	009330	CITY OF DE	156.00	5447.61	4907.76	156.00X	848.74X
C	05/03/03	01/03	009330	CITY OF DE	146.10	5101.90	4596.31	146.10X	794.88X
C	05/10/03	03/03	009330	CITY OF DE	156.00	5447.61	4907.76	156.00X	848.74X
C	06/07/03	04/03	009330	CITY OF DE	148.00	5168.25	4656.08	148.00X	805.21X
C	07/25/03	05/03	009330	CITY OF DE	186.80	6491.74	5848.41	186.80X	1011.41X
C	08/08/03	06/03	009330	CITY OF DE	150.50	5337.99	4809.00	150.50X	891.44X
C	09/05/03	07/03	009330	CITY OF DE	145.40	5230.79	4712.42	145.40X	873.54X
C	10/03/03	08/03	009330	CITY OF DE	186.60	6712.96	6047.71	186.60X	1121.06X
C	10/24/03	09/03	009330	CITY OF DE	142.50	5126.46	4618.43	142.50X	856.12X
C	12/02/03	10/03	009330	CITY OF DE	198.50	7141.06	6433.39	198.50X	1192.56X
C	12/30/03	11/03	009330	CITY OF DE	146.00	5259.57	4738.35	146.00X	878.35X
C	01/20/04	12/03	009330	CITY OF DE	126.20	4540.06	4090.14	126.20X	758.19X
C	02/24/04	01/04	009330	CITY OF DE	160.00	5756.02	5185.60	160.00X	961.26X

EC EMPLOYEE CUMULATIVE										PEN	
S	Deposit	Work	Month	Contr	Contr	EC Name	HRSWORK	GROSS	BASE	Hours	Amount
C	Date	Month	Contr	Contr	Contr	EC Name	HRSWORK	GROSS	BASE	Hours	Amount
XXX-XX-XX	03/26/04	02/04	009330	CITY	OF DE	BOUYER, COREY, G	160.00	5756.02	5185.60	160.00X	961.26X
3-53846-tjt	04/30/04	03/04	009330	CITY	OF DE		158.00	5684.07	5120.78	158.00X	949.24X
Doc 13316-1	05/28/04	04/04	009330	CITY	OF DE		198.50	7141.06	6433.39	198.50X	1192.56X
Filed 10/01/20	06/25/04	05/04	009330	CITY	OF DE		160.00	5756.02	5185.60	160.00X	961.26X
Entered 10/01/20	07/30/04	06/04	009330	CITY	OF DE		148.00	5363.83	4832.28	148.00X	1024.49X
21:08:02	09/14/04	07/04	009330	CITY	OF DE		182.20	6734.66	6067.26	182.20X	1286.32X
Page 7 of 34	10/29/04	08/04	009330	CITY	OF DE		154.70	5718.18	5151.51	154.70X	1092.17X
	11/05/04	09/04	009330	CITY	OF DE		149.50	5525.97	4978.35	149.50X	1055.46X
	12/03/04	10/04	009330	CITY	OF DE		184.70	6827.07	6150.51	184.70X	1303.97X
	02/15/05	12/04	009330	CITY	OF DE		170.20	4960.43	4468.86	170.20X	947.44X
	07/08/05	01/05	009330	CITY	OF DE		126.00	4668.43	4205.79	126.00X	891.67X
	07/08/05	02/05	009330	CITY	OF DE		156.20	5773.62	5201.46	156.20X	1102.76X
	07/08/05	03/05	009330	CITY	OF DE		148.70	5496.40	4951.71	148.70X	1049.81X
	07/08/05	04/05	009330	CITY	OF DE		154.30	5703.39	5138.19	154.30X	1027.64X
	10/04/05	08/05	009330	CITY	OF DE		156.00	5766.23	5194.80	156.00X	1101.35X
	10/14/05	06/05	009330	CITY	OF DE		145.30	5370.72	4838.49	145.30X	967.70X
	10/14/05	07/05	009330	CITY	OF DE		147.20	5440.95	4901.76	147.20X	980.35X
	10/25/05	09/05	009330	CITY	OF DE		142.00	5248.75	4728.60	142.00X	945.72X
	12/23/05	11/05	009330	CITY	OF DE		125.70	4817.87	4340.42	125.70X	837.16X
	03/03/06	01/06	009330	CITY	OF DE		123.20	4722.05	4254.10	123.20X	820.51X
	03/10/06	02/06	009330	CITY	OF DE		117.80	4515.08	4067.64	117.80X	784.55X
	03/28/06	01/06	009330	CITY	OF DE		123.20	4722.05	4254.10	123.20X	820.51X
	03/28/06	02/06	009330	CITY	OF DE		123.20	4722.05	4254.10	123.20X	820.51X
	03/28/06	03/06	009330	CITY	OF DE		157.50	5438.48	4840.25	157.50X	1048.95X
	05/05/06	03/06	009330	CITY	OF DE		184.50	6370.78	5669.99	184.50X	1228.77X
	06/16/06	04/06	009330	CITY	OF DE		147.70	5100.08	4539.07	147.70X	983.68X
	07/26/06	06/06	009330	CITY	OF DE		167.00	5766.51	5132.19	167.00X	1224.11X
	08/18/06	07/06	009330	CITY	OF DE		146.10	5044.84	4489.91	146.10X	1070.91X
	09/26/06	08/06	009330	CITY	OF DE		154.00	5490.27	4886.34	154.00X	1128.82X
	10/27/06	09/06	009330	CITY	OF DE		172.10	5989.42	5330.58	172.10X	1261.49X
	11/30/06	10/06	009330	CITY	OF DE		67.50	2418.53	2152.49	67.50X	494.78X
	12/29/06	10/06	009330	CITY	OF DE		143.00	5123.69	4560.08	143.00X	1048.19X
	12/29/06	11/06	009330	CITY	OF DE		-67.50	-2418.53	-2152.49	-67.50X	-494.78X
	02/09/07	12/06	009330	CITY	OF DE		123.00	4407.10	3922.32	123.00X	901.59X
	02/27/07	01/07	009330	CITY	OF DE		145.10	5198.93	4627.05	145.10X	1063.58X
	03/23/07	02/07	009330	CITY	OF DE		110.30	3952.06	3517.33	110.30X	808.50X
	04/24/07	03/07	009330	CITY	OF DE		108.00	3905.64	3476.02	108.00X	791.64X
	05/25/07	04/07	009330	CITY	OF DE		177.60	6363.41	5663.43	177.60X	1301.81X
	07/24/07	05/07	009330	CITY	OF DE		127.50	4568.34	4065.82	127.50X	934.58X
	07/31/07	06/07	009330	CITY	OF DE		136.40	4828.07	4349.62	136.40X	999.81X
	08/24/07	07/07	009330	CITY	OF DE		170.70	6142.20	5533.51	170.70X	1336.58X
	08/24/07	07/07	009330	CITY	OF DE		144.20	5211.00	4694.60	144.20X	1129.09X
	09/25/07	08/07	009330	CITY	OF DE		36.00	1238.71	1115.95	36.00X	263.88X
	10/23/07	09/07	009330	CITY	OF DE		199.00	7191.34	6478.68	199.00X	1558.17X
	11/27/07	10/07	009330	CITY	OF DE		148.00	5348.33	4818.32	148.00X	1158.84X
	12/21/07	11/07	009330	CITY	OF DE		144.00	5203.78	4688.09	144.00X	1127.52X
	01/22/08	12/07	009330	CITY	OF DE		173.50	6269.84	5648.50	173.50X	1358.51X
	02/12/08	01/08	009330	CITY	OF DE		157.00	5673.57	5111.32	157.00X	1229.31X
	03/28/08	02/08	009330	CITY	OF DE		128.00	4625.58	4167.19	128.00X	1002.24X
							191.50	6920.31	6234.51	191.50X	1499.45X





EC EMPLOYEE CUMULATIVE

SM WORKERS LOCAL #80

13-53846-tjt Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02

13-53846-tjt Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02

13-53846-tjt Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02

13-53846-tjt Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02

13 \*\*\*\*\* GRAND TOTALS \*\*\*\*\*

\*\*\*\*\* TOTAL OF RECORDS PRINTED \*\*\*\*\* (work: 00/00/00 thru 99/99/99)

Number of Employees : 2

No. of Detail Records: 262

HRSWORK : 39029.50  
 BASE : 1259959.37  
 GROSS : 1305556.75  
 SSS : 39029.50  
 OVR TM : .00  
 DBL TM : .00

	Amount	Mbrs	W/Cntb	Transferred	Special Amt	Gross Amt
FUND	325516.43	2				
PENSION						

FUND

PENSION

34

# 13 PRECAP OF TOTALS FOR BeneSys BOOKS

\*\*\*  
GRAND TOTALS  
\*\*\*

\*\*\*\*\* TOTAL OF RECORDS PRINTED \*\*\*\*\* (work: 00/00/00 thru 99/99/99)

Number of Employees :	2
No. of Detail Records:	262

No. Of Employees :	262
No. Of Detail Records:	

HR WORK	:	39029.50
BA-35	:	1259959.37
GROSS	:	1305556.75
STP TM	:	39029.50
OVH	:	.00
DBL TM	:	.00

Gross Amt

Special Amt

## Transferred

mbrs w/cntb

Amount

Hours

Find:

## PENSION

## **Attachment A2**





3221 West Big Beaver Road, Suite 305 • Troy, Michigan 48064-2896  
248-649-5450 • Fax 248-649-2024 • smacnad@bignet.net • www.smacnad.org

## JULY 28, 2010 - CHANGES EFFECTIVE AUGUST 1, 2010

### BUILDING TRADES CONSTRUCTION AGREEMENT - CHANGES EFFECTIVE AUGUST 1, 2010

	03/01/10		08/01/10	
	05/31/10	Change	05/31/11	
Wage (taxable)	\$ 31.136	\$ (1.445) **	\$ 29.69	
Vacation 11% (taxable)	3.425	(0.155) **	3.27	
Health & Welfare Insurance	9.560	-	9.56	
SUB	0.860	-	0.85	
Joint Apprenticeship Fund	0.300	-	0.30	
Pension	10.120	1.600	11.72	* Apprentice - see below
Natl Training / NEMI	0.170	-	0.17	
Supplemental Fund (taxable)	0.810	-	0.81	
Industry Promotion Fund	0.540	-	0.54	
Construction Trades Alliance	0.010	-	0.01	
Apprentice Reimbursement	0.460	-	0.45	
Supplemental Retirement	0.400	-	0.40	
Annuity Fund	-	-	-	
<b>TOTAL PACKAGE</b>	<b>\$ 57.770</b>	<b>\$ -</b>	<b>\$ 57.77</b>	

### BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES August 1, 2010 through May 31, 2011 Plus All Fringe Benefits - \*Apprentice Pension Flat Rate = \$10.59\*

	03/01/10		08/01/10
Period	Old Rate	Decrease	New Rate
1st period	\$ 15.79	\$ 0.72	\$ 15.07
2nd period	\$ 15.79	\$ 0.72	\$ 15.07
3rd period	\$ 16.98	\$ 0.78	\$ 16.20
4th period	\$ 16.98	\$ 0.78	\$ 16.20
5th period	\$ 18.21	\$ 0.84	\$ 17.37
6th period	\$ 18.21	\$ 0.84	\$ 17.37
7th period	\$ 20.61	\$ 0.95	\$ 19.66
8th period	\$ 20.61	\$ 0.95	\$ 19.66
9th period	\$ 23.05	\$ 1.07	\$ 21.98
10th period	\$ 23.05	\$ 1.07	\$ 21.98

The change regards an increase in #80 PENSION.

BF: IPF  
Local #80  
BeneSys

We remind all contractors that the change in pay is effective AUGUST 1 and must be paid accordingly on that payroll.  
Contributions on payroll from August 1 - August 31, 2010 must be paid not later than September 20, 2010.  
If you have any questions, please contact us.



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



3221 West Big Beaver Road, Suite 305 • Troy, Michigan 48064-2896  
248-649-5450 • Fax 248-649-2024 • smacnad@bignet.net • www.smacnad.org

## 01/29/2010 - CORRECTED

### BUILDING TRADES CONSTRUCTION AGREEMENT - CHANGES effective March 1, 2010

	06/29/09	Change	03/01/10
	05/31/10		05/31/10
Wage (taxable)	\$ 31.270	\$ (0.135) **	\$ 31.135
Vacation 11% (taxable)	3.440	(0.015) **	3.425
Health & Welfare Insurance	9.560	-	9.560
SUB	0.850	-	0.850
Joint Apprenticeship Fund	0.300	-	0.300
Pension	10.120	-	10.120
Natl Training / NEMI	0.170	-	0.170
Supplemental Fund (taxable)	0.660	0.150	0.810
Industry Promotion Fund	0.540	-	0.540
Construction Trades Alliance	0.010	-	0.010
Apprentice Reimbursement	0.450	-	0.450
Supplemental Retirement	0.400	-	0.400
Annuity Fund	-	-	-
<b>TOTAL PACKAGE</b>	<b>\$ 57.770</b>	<b>\$ (0.000)</b>	<b>\$ 57.770</b>

\* Apprentice - see below

### BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES March 1, 2010 through May 31, 2010

Plus All Fringe Benefits - \*Apprentice Pension Flat Rate = \$8.99

	06/01/08	% of **		06/29/09		03/01/10
Period	Old Rate	Decrease	Amount	New Rate	Decrease	New Rate
1st period	\$17.14	50%	\$1.21	\$15.93	\$0.14	\$15.79
2nd period	\$17.14	50%	\$1.21	\$15.93	\$0.14	\$15.79
3rd period	\$18.43	54%	\$1.31	\$17.12	\$0.14	\$16.98
4th period	\$18.43	54%	\$1.31	\$17.12	\$0.14	\$16.98
5th period	\$19.74	58%	\$1.40	\$18.34	\$0.13	\$18.21
6th period	\$19.74	58%	\$1.40	\$18.34	\$0.13	\$18.21
7th period	\$22.35	66%	\$1.60	\$20.75	\$0.14	\$20.61
8th period	\$22.35	66%	\$1.60	\$20.75	\$0.14	\$20.61
9th period	\$24.97	74%	\$1.79	\$23.18	\$0.13	\$23.05
10th period	\$24.97	74%	\$1.79	\$23.18	\$0.13	\$23.05

The change regards an increase in SMWIA dues.

BF: IPF  
Local #80  
BeneSys



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

*revised 7.14.10*  
*SK*



3221 West Big Beaver Road, Suite 306 • Troy, Michigan 48064-2898  
248-649-5450 • Fax 248-649-2024 • smacnad@bignet.net • www.smacnad.org

### 01/29/2010 - CORRECTED

#### BUILDING TRADES CONSTRUCTION AGREEMENT - CHANGES effective March 1, 2010

	06/29/09	Change	03/01/10
	05/31/10		05/31/10
Wage (taxable)	\$ 31.270	\$ (0.135) **	\$ 31.135 ✓
Vacation 11% (taxable)	3.440	(0.015) **	3.425 ✓
Health & Welfare Insurance	9.560	-	9.560
SUB	0.850	-	0.850
Joint Apprenticeship Fund	0.300	-	0.300
Pension	10.120	-	10.120 * Apprentice - see below
Natl Training / NEMI	0.170	-	0.170
Supplemental Fund (taxable)	0.660	0.150	0.810 ✓
Industry Promotion Fund	0.540	-	0.540
Construction Trades Alliance	0.010	-	0.010
Apprentice Reimbursement	0.450	-	0.450
Supplemental Retirement	0.400	-	0.400
Annuity Fund	-	-	-
<b>TOTAL PACKAGE</b>	<b>\$ 57.770</b>	<b>\$ (0.000)</b>	<b>\$ 57.770</b>

*entered*  
2/2/10  
*[Signature]*

#### BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES March 1, 2010 through May 31, 2010

Plus All Fringe Benefits - \*Apprentice Pension Flat Rate = \$8.99\*

	08/01/08	% of **		06/29/09		03/01/10
Period	Old Rate	Decrease	Amount	New Rate	Decrease	New Rate
1st period	\$17.14	50%	\$1.21	\$15.93	\$0.14	\$15.79
2nd period	\$17.14	50%	\$1.21	\$15.93	\$0.14	\$15.79
3rd period	\$18.43	54%	\$1.31	\$17.12	\$0.14	\$16.98
4th period	\$18.43	54%	\$1.31	\$17.12	\$0.14	\$16.98
5th period	\$19.74	68%	\$1.40	\$18.34	\$0.13	\$18.21
6th period	\$19.74	68%	\$1.40	\$18.34	\$0.13	\$18.21
7th period	\$22.35	68%	\$1.60	\$20.75	\$0.14	\$20.61
8th period	\$22.35	68%	\$1.60	\$20.75	\$0.14	\$20.61
9th period	\$24.97	74%	\$1.79	\$23.18	\$0.13	\$23.05
10th period	\$24.97	74%	\$1.79	\$23.18	\$0.13	\$23.05

The change regards an increase in SMWIA dues.

BF: IPF

Local #80

BeneSys



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION





3221 West Big Beaver Road, Suite 305  
248-649-5450 • Fax 248-649-2024 • smacnad@bignet.net • smacnad.org

Troy Michigan 48064-2896

TO: Local 80 Apprenticeship Committee and Trust Fund  
FROM: Association Office  
RE: Proposal #8 to Revamp the Apprenticeship Program for Concentrated Training  
DATE: October 21, 2011, 10:32 AM

- I. Prequalifications for probationary apprentice effective December 1, 2011  
A. Up to 6 month evaluation

(1) The number of persons to be determined by the apprenticeship committee (up to 15) to work at the trade at thirty-five percent (35%) of the journeyman rate (\$10.39) and no fringe benefits. The selectees will be processed for safety, registered with the apprenticeship committee and be selected from the master applicant list.

- B. Concentrated training

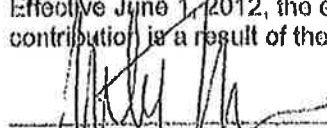
(1) The apprenticeship committee shall select those qualified for full time day training at the apprentice school from those participating in the 6 month evaluation. There will be two separate core programs for concentrated training (1.) Architectural (2.) HVAC. The wages paid shall be thirty-five percent (35%) of the journeyman rate (\$10.39) and no fringe benefits. The entire concentrated training program will be monitored and administered by the Local 80 Joint Apprenticeship Committee and shall take approximately six (6) months to complete, or as determined by the Local 80 Joint Apprenticeship Committee.

- II. Indenture apprentice into the apprenticeship program


A. Once the probationary apprentice has successfully completed its concentrated training (probationary period), the apprentice committee shall indenture the candidate to the apprentice program for a four (4) year period. See attached for wages / fringes to be paid.

B. In addition to the Architectural and HVAC core programs, the apprentice committee shall develop specialized classes for the apprenticeship program to meet the needs of the industry.

- III. Effective June 1, 2012, the employer shall increase the contribution to the JAC by \$.20. This contribution is a result of the savings generated by the concentrated training program.

  
Anthony Asher  
SMACNA Metropolitan Detroit

  
Date

  
Mark Saba  
SMWIA Local Union #80

  
Date



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



3221 West Big Beaver Road, Suite 305 • Troy, Michigan 48064-2896  
248-649-5450 • Fax 248-649-2024 • smacnad@bignet.net • www.smacnad.org

June 23, 2011

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT - page 1**

JOURNEYMAN	08/01/10 05/31/11	Change	06/01/11 06/30/11	Change	07/01/11 05/31/12
Wage (taxable)	\$ 29.69	\$ 0.91	\$ 30.60	\$ (0.91)	\$ 29.69
Vacation 11% (taxable)	3.27	0.10	3.37	(0.10)	3.27
Supplemental Fund (taxable)	0.81	0.09	0.90	0.10	1.00
Health & Welfare Insurance	9.56	-	9.56	0.06	9.62
Pension	11.72	-	11.72	0.60	12.32
Supplemental Retirement	0.40	-	0.40	-	0.40
SUB	0.85	-	0.85	0.10	0.95
Joint Apprenticeship Fund	0.30	-	0.30	0.15	0.45
Natl Training / NEMI	0.17	-	0.17	-	0.17
Industry Promotion Fund	0.54	-	0.54	0.05	0.59
Apprentice Reimbursement	0.45	-	0.45	-	0.45
Construction Trades Alliance	0.01	-	0.01	-	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 57.77</b>	<b>\$ 1.10</b>	<b>\$ 58.87</b>	<b>\$ 0.05</b>	<b>\$ 58.92</b>

\*Apprentice see below

**APPRENTICE INDENTURED BEFORE JUNE 1, 2011**

Plus All Fringe Benefits - \*Apprentice Pension Flat Rate = \$11.19\*

Period	08/01/10 05/31/11	Change	06/01/11 06/30/11	Change	07/01/11 05/31/12
1st & 2nd	\$ 15.07	\$ 0.46	\$ 15.53	\$ (0.46)	\$ 15.07
3rd & 4th	\$ 16.20	\$ 0.49	\$ 16.69	\$ (0.49)	\$ 16.20
5th & 6th	\$ 17.37	\$ 0.53	\$ 17.90	\$ (0.53)	\$ 17.37
7th & 8th	\$ 19.66	\$ 0.60	\$ 20.26	\$ (0.60)	\$ 19.66
9th & 10th	\$ 21.98	\$ 0.67	\$ 22.65	\$ (0.67)	\$ 21.98

BF & CC: IPF  
Local #80  
BeneSys

We remind all contractors that the changes in the wages and benefits are effective JULY 1 and must be paid accordingly on that payroll.  
Contributions are payable on the August 20 Contribution Report.

*entered  
7.14.11  
[Signature]*



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



3221 West Big Beaver Road, Suite 305 • Troy, Michigan 48064-2896  
248-649-6450 • Fax 248-649-2024 • smacnad@bignet.net • www.smacnad.org

June 23, 2011

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT - page 1**

JOURNEYMAN	08/01/10 05/31/11	Change	06/01/11 06/30/11	Change	07/01/11 05/31/12
Wage (taxable)	\$ 29.69	\$ 0.91	\$ 30.60	\$ (0.91)	\$ 29.69
Vacation 11% (taxable)	3.27	0.10	3.37	(0.10)	3.27
Supplemental Fund (taxable)	0.81	0.09	0.90	0.10	1.00
Health & Welfare Insurance	9.56	-	9.56	0.06	9.62
Pension	11.72	-	11.72	0.60	12.32
Supplemental Retirement	0.40	-	0.40	-	0.40
SUB	0.85	-	0.85	0.10	0.95
Joint Apprenticeship Fund	0.30	-	0.30	0.15	0.45
Natl Training / NEMI	0.17	-	0.17	-	0.17
Industry Promotion Fund	0.54	-	0.54	0.05	0.59
Apprentice Reimbursement	0.45	-	0.45	-	0.45
Construction Trades Alliance	0.01	-	0.01	-	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 57.77</b>	<b>\$ 1.10</b>	<b>\$ 58.87</b>	<b>\$ 0.05</b>	<b>\$ 58.92</b>

\*Apprentice see below

*entered 7/14/11  
JLB*

**APPRENTICE INDENTURED BEFORE JUNE 1, 2011**

Plus All Fringe Benefits - \*Apprentice Pension Flat Rate = \$11.19\*

Period	08/01/10 05/31/11	Change	06/01/11 06/30/11	Change	07/01/11 05/31/12
1st & 2nd	\$ 15.07	\$ 0.46	\$ 15.53	\$ (0.46)	\$ 15.07
3rd & 4th	\$ 16.20	\$ 0.49	\$ 16.69	\$ (0.49)	\$ 16.20
5th & 6th	\$ 17.37	\$ 0.53	\$ 17.90	\$ (0.53)	\$ 17.37
7th & 8th	\$ 19.66	\$ 0.60	\$ 20.26	\$ (0.60)	\$ 19.66
9th & 10th	\$ 21.98	\$ 0.67	\$ 22.65	\$ (0.67)	\$ 21.98

BF & CC: IPF  
Local #80  
BeneSys

We remind all contractors that the changes in the wages and benefits are effective JULY 1 and must be paid accordingly on that payroll.  
Contributions are payable on the August 20 Contribution Report.



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



3221 West Big Beaver Road, Suite 305 • Troy, Michigan 48064-2896  
248-649-5450 • Fax 248-649-2024 • smacnad@bignet.net • www.smacnad.org

May 20, 2011

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT**

	08/01/10 05/31/11	Change	08/01/11 05/31/12 6/30/11
Wage (taxable)	\$ 29.69	\$ 0.91	\$ 30.60
Vacation 11% (taxable)	3.27	0.10	3.37
Supplemental Fund (taxable)	0.81	0.09	0.90
Health & Welfare Insurance	9.56	-	9.56
Pension	11.72	-	11.72 *Apprentice see below
Supplemental Retirement	0.40	-	0.40
SUB	0.85	-	0.85
Joint Apprenticeship Fund	0.30	-	0.30
Natl Training / NEMI	0.17	-	0.17
Industry Promotion Fund	0.54	-	0.54
Apprentice Reimbursement	0.45	-	0.45
Construction Trades Alliance	0.01	-	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 57.77</b>	<b>\$ 1.10</b>	<b>\$ 58.87</b>

LOCAL #80 BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES June 1, 2011 through May 31, 2012  
Plus All Fringe Benefits - \*Apprentice Pension Flat Rate = \$10.59\*

	08/01/10		06/01/11		08/01/10		06/01/11
Period	Old Rate	Change	New Rate	Period	Old Rate	Change	New Rate
1st period	\$ 15.07	\$ 0.46	\$ 15.53	6th period	\$ 17.37	\$ 0.53	\$ 17.90
2nd period	\$ 15.07	\$ 0.46	\$ 15.53	7th period	\$ 19.66	\$ 0.60	\$ 20.26
3rd period	\$ 16.20	\$ 0.49	\$ 16.69	8th period	\$ 19.66	\$ 0.60	\$ 20.26
4th period	\$ 16.20	\$ 0.49	\$ 16.69	9th period	\$ 21.98	\$ 0.67	\$ 22.65
5th period	\$ 17.37	\$ 0.53	\$ 17.90	10th period	\$ 21.98	\$ 0.67	\$ 22.65

BF & CC: IPF  
Local #80  
BeneSvs

We remind all contractors that the change in the wage is effective JUNE 1 and must be paid accordingly on that payroll. Additional changes in the Wage and Fringe Benefits will be available in early June, will be effective on July 1 and will be payable on the August 20 Contribution Report.



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02 Page 20 of 34



3221 West Big Beaver Road, Suite 305 Troy Michigan 48084-2896  
 248-649-5450 ► Fax 248-649-2024 ► smacnad@bignet.net ► smacnad.org

June 23, 2011

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT**

Page 2

**APPRENTICE INDENTURED AFTER JUNE 1, 2011**

020-000-01  
 020-0401-JA

	40%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	9th & 10th
Wage (taxable)	\$ 11.88	\$ 13.36	\$ 14.85	\$ 16.33	\$ 17.81
Vacation 11% (taxable)	1.31	1.47	1.63	1.80	1.96
Supplemental Fund (taxable)	1.00	1.00	1.00	1.00	1.00
Health & Welfare Insurance	5.57	5.57	5.57	5.57	5.57
Pension	12.32	12.32	12.32	12.32	12.32
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40
SUB	0.95	0.95	0.95	0.95	0.95
Joint Apprenticeship Fund	0.45	0.45	0.45	0.45	0.45
Natl Training / NEMI	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.59	0.59	0.59	0.59	0.59
Apprentice Reimbursement	0.45	0.45	0.45	0.45	0.45
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 35.10</b>	<b>\$ 36.74</b>	<b>\$ 38.39</b>	<b>\$ 40.04</b>	<b>\$ 41.68</b>

**PROBATIONARY APPRENTICE EFFECTIVE JUNE 1, 2011**

A company is eligible for a probationary apprentice when they have employed two apprentices. The probationary apprentice will be paid 35% of the journeyman rate plus insurance benefits only. The probationary apprentice will be employed for six months and then enter the apprenticeship program at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

Wage (taxable)	\$ 10.39
Insurance	5.57
<b>TOTAL PACKAGE</b>	<b>\$ 15.96</b>

BF & CC: IPF  
 Local #80  
 BoneSys

We remind all contractors that the changes in the wages and benefits are effective JULY 1 and must be paid accordingly on that payroll. Contributions are payable on the August 20 Contribution Report.



**SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION**



3221 West Big Beaver Road, Suite 305, Troy Michigan 48064-2896  
248-649-5450 ► Fax 248-649-2024 ► smacnad@smacnad.org ► smacnad.org

May 25, 2012

Page 2

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT**

**APPRENTICE INDENTURED BEFORE JUNE 1, 2011**

	June 1, 2012 thru May 31, 2013				
	50% 1st & 2nd	54% 3rd & 4th	58% 5th & 6th	66% 7th & 8th	74% 9th & 10th
<b>Wage (taxable)</b>	\$ 15.07	\$ 16.20	\$ 17.37	\$ 19.66	\$ 21.98
<b>Vacation 11% (taxable)</b>	1.66	1.78	1.91	2.16	2.42
<b>Supplemental Fund (taxable)</b>	1.20	1.20	1.20	1.20	1.20
Health & Welfare Insurance	9.62	9.62	9.62	9.62	9.62
Pension	11.84	11.84	11.84	11.84	11.84
Annuity	0.40	0.40	0.40	0.40	0.40
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65
Natl Training / NEMI	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 42.86</b>	<b>\$ 44.11</b>	<b>\$ 45.41</b>	<b>\$ 47.95</b>	<b>\$ 50.53</b>

**APPRENTICE INDENTURED AFTER JUNE 1, 2011**

	June 1, 2012 thru May 31, 2013			
	45% 1st & 2nd	50% 3rd & 4th	55% 5th & 6th	60% 7th & 8th
<b>Wage (taxable)*</b>	\$ 13.36	\$ 14.85	\$ 16.33	\$ 17.81
<b>Vacation 11% (taxable)</b>	1.47	1.63	1.80	1.96
<b>Supplemental Fund (taxable)</b>	1.20	1.20	1.20	1.20
Health & Welfare Insurance	5.57	5.57	5.57	5.57
Pension	12.97	12.97	12.97	12.97
Annuity	0.40	0.40	0.40	0.40
Supplemental Retirement	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65
Natl Training / NEMI	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 38.04</b>	<b>\$ 39.69</b>	<b>\$ 41.34</b>	<b>\$ 42.98</b>

When the Apprentice indentured June 1, 2011 and thereafter attends a school day, he shall be paid wage only.  
When the Apprentice is working for a Contractor he shall be paid the wage and full benefits as listed above.

**We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.**

CC: BF, Email, Mail: IPF

Non Contributors

Local Union #80

BeneSys

Stefanskey, Holloway & Nichols



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

13-53846-tjt Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02 Page 22 of



3221 West Big Beaver Road, Suite 305, Troy Michigan 48084-2896  
 248-649-5450 ► Fax 248-649-2024 ► smacnad@smacnad.org ► smacnad.org

May 25, 2012

Page 1

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT**

JOURNEYMAN	07/01/2011 05/31/2012	Change	06/01/2012 05/31/2013
Wage (taxable)	\$ 29.69	\$ -	\$ 29.69
Vacation 11% (taxable)	3.27	-	3.27
Supplemental Fund (taxable)	1.00	0.20	1.20
Health & Welfare Insurance	9.62	-	9.62
Pension	12.32	0.65	12.97
Annuity	-	0.40	0.40
Supplemental Retirement	0.40	-	0.40
SUB	0.95	0.05	1.00
Joint Apprenticeship Fund	0.45	0.20	0.65
Natl Training / NEMI	0.17	-	0.17
Industry Promotion Fund	0.59	0.05	0.64
Apprentice Reimbursement	0.45	(0.25)	0.20
Construction Trades Alliance	0.01	-	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 58.92</b>	<b>\$ 1.30</b>	<b>\$ 60.22</b>

*entire 5.31.12*  
*[Signature]*

**PROBATIONARY APPRENTICE EFFECTIVE JUNE 1, 2011**

A company is eligible for a probationary apprentice when they have employed two apprentices. The probationary apprentice will be paid 35% of the journeyman rate and no fringes. The probationary apprentice will be employed for six months and then enter the apprenticeship program at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

Wage (taxable)	\$ 10.39	Pay this rate for days 1 through 90
Supplemental Fund (taxable)	\$ 0.11	Add \$.11 commencing 91st day of employment
<b>Total Package commencing 91st Day</b>	<b>\$ 10.50</b>	

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

CC: BF, Email, Mail: IPF

Non Contributors  
 Local Union #80  
 BeneSys

Stefanskey, Holloway & Nichols



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



3221 West Big Beaver Road, Suite 305, Troy Michigan 48084-2896  
 248-649-5450 ▶ Fax 248-649-2024 ▶ smacnad@smacnad.org ▶ smacnad.org

May 25, 2012

Page 2

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT**

**APPRENTICE INDENTURED BEFORE JUNE 1, 2011**

	June 1, 2012 thru May 31, 2013				
	50% 1st & 2nd	54% 3rd & 4th	58% 5th & 6th	66% 7th & 8th	74% 9th & 10th
Wage (taxable)	\$ 15.07	\$ 16.20	\$ 17.37	\$ 19.66	\$ 21.98
Vacation 11% (taxable)	1.66	1.78	1.91	2.16	2.42
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20	1.20
Health & Welfare Insurance	9.62	9.62	9.62	9.62	9.62
Pension	11.84	11.84	11.84	11.84	11.84
Annuity	0.40	0.40	0.40	0.40	0.40
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65
Natl Training / NEMI	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 42.86</b>	<b>\$ 44.11</b>	<b>\$ 45.41</b>	<b>\$ 47.95</b>	<b>\$ 50.53</b>

**APPRENTICE INDENTURED AFTER JUNE 1, 2011**

	June 1, 2012 thru May 31, 2013			
	45% 1st & 2nd	50% 3rd & 4th	55% 5th & 6th	60% 7th & 8th
Wage (taxable)*	\$ 13.36	\$ 14.86	\$ 16.33	\$ 17.81
Vacation 11% (taxable)	1.47	1.63	1.80	1.96
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20
Health & Welfare Insurance	5.57	5.57	5.57	5.57
Pension	12.97	12.97	12.97	12.97
Annuity	0.40	0.40	0.40	0.40
Supplemental Retirement	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65
Natl Training / NEMI	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 38.04</b>	<b>\$ 39.69</b>	<b>\$ 41.34</b>	<b>\$ 42.98</b>

When the Apprentice indentured June 1, 2011 and thereafter attends a school day, he shall be paid \*wage only.  
 When the Apprentice is working for a Contractor he shall be paid the wage and full benefits as listed above.

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

CC: BF, Email, Mail: IPF

Non Contributors

Local Union #80

BeneSys

Stofensky, Holoway & Nichols



**SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION**





3221 West Big Beaver Road, Suite 305, Troy Michigan 48064-2896  
 248-649-5450 ► Fax 248-649-2024 ► smacnad@smacnad.org ► smacnad.org

May 15, 2013

Page 2

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT APTENICE**

**APPRENTICE INDENTURED BEFORE JUNE 1, 2011**

	June 1, 2012 thru May 31, 2013					June 1, 2013 thru May 31, 2014	
	50%	54%	58%	62%	74%	66%	74%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	9th & 10th	7th & 8th	9th & 10th
Wage (taxable)	\$ 15.07	\$ 16.20	\$ 17.37	\$ 18.66	\$ 21.98	\$ 20.17	\$ 22.66
Vacation 11% (taxable)	1.66	1.78	1.81	2.16	2.42	2.22	2.48
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20	1.20	1.55	1.55
Health & Welfare Insurance	9.62	9.62	9.62	9.62	9.62	9.62	9.62
Pension	11.84	11.84	11.84	11.84	11.84	12.23	12.23
Annuity	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40	-	-
SUB	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65	0.65	0.65
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 42.88</b>	<b>\$ 44.11</b>	<b>\$ 45.41</b>	<b>\$ 47.95</b>	<b>\$ 50.53</b>	<b>\$ 48.86</b>	<b>\$ 51.51</b>

*Apprentice  
rates  
in folder  
6/6/13  
Kmp/11/100*

**APPRENTICE INDENTURED AFTER JUNE 1, 2011**

	June 1, 2012 thru May 31, 2013				June 1, 2013 thru May 31, 2014			
	45%	50%	55%	60%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th
Wage (taxable)*	\$ 13.36	\$ 14.26	\$ 15.33	\$ 17.81	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28
Vacation 11% (taxable)	1.47	1.63	1.80	1.98	1.51	1.68	1.84	2.01
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20	1.55	1.55	1.55	1.55
Health & Welfare Insurance	5.57	5.57	5.57	5.57	5.57	5.57	5.57	5.57
Pension	12.97	12.97	12.97	12.97	13.38	13.38	13.38	13.38
Annuity	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Supplemental Retirement	0.40	0.40	0.40	0.40	-	-	-	-
SUB	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 38.04</b>	<b>\$ 39.69</b>	<b>\$ 41.34</b>	<b>\$ 42.88</b>	<b>\$ 38.77</b>	<b>\$ 40.47</b>	<b>\$ 42.16</b>	<b>\$ 43.84</b>

When the Apprentice indentured June 1, 2011 and thereafter attends a school day, he shall be paid wage only.  
 When the Apprentice is working for a Contractor he shall be paid the wage and full benefits as listed above.

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

CC: BF, Email, Mail:

IPF  
 Non Contributors  
 Local Union #80  
 BeneSys  
 Stefanskey, Holloway & Nichols



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

13-14



3221 West Big Beaver Road, Suite 305, Troy Michigan 48084-2896  
 248-649-5450 ► Fax 248-649-2024 ► smacnad@smacnad.org ► smacnad.org

May 15, 2013

Page 1

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT**

**JOURNEYMAN**

	6/1/2012 5/31/2013	Change	6/1/2013 5/31/2014
Wage (taxable)	\$ 29.69	\$ 0.78	\$ 30.47 ✓
Vacation 11% (taxable)	3.27	0.08	3.35 ✓
Supplemental Fund (taxable)	1.20	0.35	1.55 ✓
Health & Welfare Insurance	9.62	-	9.62 ✓
Pension	12.97	0.39	13.36 ✓
Annuity	0.40	-	0.40 ✓
Supplemental Retirement	0.40	(0.40)	-
SUB	1.00	-	1.00 ✓
Joint Apprenticeship Fund	0.65	-	0.65 ✓
ITI / NEMI / SMOHIT	0.17	-	0.17 ✓
Industry Promotion Fund	0.64	-	0.64 ✓
Apprentice Reimbursement	0.20	-	0.20 ✓
Construction Trades Alliance	0.01	-	0.01 ✓
<b>TOTAL PACKAGE</b>	<b>\$ 60.22</b>	<b>\$ 1.20</b>	<b>\$ 61.42</b>

*Verified  
6/6/13  
KMP/KWD*

**PROBATIONARY APPRENTICE EFFECTIVE JUNE 1, 2011**

A company is eligible for a probationary apprentice when they have employed two apprentices. The probationary apprentice will be paid 35% of the journeyman rate and no fringes. The probationary apprentice will be employed for six months and then enter the apprenticeship program at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

Wage (taxable)	\$ 10.66	Pay this rate for days 1 through 90
Supplemental Fund (taxable)	\$ 0.11	Add \$.11 commencing 91st day of employment
International Training Institute	\$ 0.12	Add \$.12 commencing 1st day of concentrated training
<b>Total Package commencing 91st Day</b>	<b>\$ 10.89</b>	

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

CC: BF, Email, Mail:  
 IPF  
 Non Contributors  
 Local Union #80  
 BeneSys  
 Stefanskey, Holloway & Nichols



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



3221 West Big Beaver Road, Suite 305, Troy Michigan 48084-2896  
248-649-5450 ► Fax 248-649-2024 ► smachad@smachad.org ► smachad.org

May 28, 2014

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT APPRENTICE**

Page 2

**APPRENTICE INDENTURED BEFORE JUNE 1, 2011 (paid during employment and school days)**

	June 1, 2013 thru May 31, 2014		NEW June 1, 2014 thru May 31, 2015	
	66%	74%	66%	74%
	7th & 8th	9th & 10th	7th & 8th	9th & 10th
Wage (taxable)	\$ 20.17	\$ 22.56	\$ 20.17	\$ 22.56
Vacation 11% (taxable)	2.22	2.48	2.22	2.48
Supplemental Fund (taxable)	1.55	1.55	2.22	2.22
Health & Welfare Insurance	9.62	9.62	9.65	9.65
Pension	12.23	12.23	12.58	12.58
Annuity	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 48.86</b>	<b>\$ 51.51</b>	<b>\$ 49.91</b>	<b>\$ 52.56</b>

**APPRENTICE INDENTURED AFTER JUNE 1, 2011 (paid during employment)**

	June 1, 2013 thru May 31, 2014				NEW June 1, 2014 thru May 31, 2015			
	45%	50%	55%	60%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th
Wage (taxable)	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28
Vacation 11% (taxable)	1.51	1.68	1.84	2.01	1.51	1.68	1.84	2.01
Supplemental Fund (taxable)	1.55	1.55	1.55	1.55	2.22	2.22	2.22	2.22
Health & Welfare Insurance	5.57	5.57	5.57	5.57	5.60	5.60	5.60	5.60
Pension	13.36	13.36	13.36	13.36	13.71	13.71	13.71	13.71
Annuity	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 38.77</b>	<b>\$ 40.47</b>	<b>\$ 42.15</b>	<b>\$ 43.84</b>	<b>\$ 39.82</b>	<b>\$ 41.52</b>	<b>\$ 43.20</b>	<b>\$ 44.89</b>

**APPRENTICE INDENTURED AFTER JUNE 1, 2011 (paid for school days)**

	June 1, 2013 thru May 31, 2014				NEW June 1, 2014 thru May 31, 2015			
	45%	50%	55%	60%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th
Wage (taxable)	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28
Vacation 11% (taxable)	1.51	1.68	1.84	2.01	1.51	1.68	1.84	2.01
Supplemental Fund (taxable)	1.55	1.55	1.55	1.55	2.22	2.22	2.22	2.22
ITI	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
<b>TOTAL PACKAGE</b>	<b>\$ 16.89</b>	<b>\$ 18.59</b>	<b>\$ 20.27</b>	<b>\$ 21.96</b>	<b>\$ 17.56</b>	<b>\$ 19.26</b>	<b>\$ 20.94</b>	<b>\$ 22.63</b>

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 contribution Report.

CC: BF, Email, Mail IPF

Non Contributors  
Local Union #80  
BeneSys  
Stefanskey, Holloway & Nichols



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



3221 West Big Beaver Road, Suite 305, Troy Michigan 48064-2896  
 248-649-5450 ► Fax 248-649-2024 ► smacnad@smacnad.org ► smacnad.org

May 28, 2014

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT** Page 1

JOURNEYMAN	6/1/2013	Change	NEW 6/1/2014
	5/31/2014		5/31/2015
Wage (taxable)	\$ 30.47	\$ -	\$ 30.47 ✓
Vacation 11% (taxable)	3.35	-	3.35 ✓
Supplemental Fund (taxable)	1.55	0.67	2.22 ✓
Health & Welfare Insurance	9.62	0.03	9.65 ✓
Pension	13.36	0.35	13.71 ✓
Annuity	0.40	-	0.40 ✓
SUB	1.00	-	1.00 ✓
Joint Apprenticeship Fund	0.65	-	0.65 ✓
ITI / NEMI / SMOHIT	0.17	-	0.17 ✓
Industry Promotion Fund	0.64	-	0.64 ✓
Apprentice Reimbursement	0.20	-	0.20 ✓
Construction Trades Alliance	0.01	-	0.01 ✓
<b>TOTAL PACKAGE</b>	<b>\$ 61.42</b>	<b>\$ 1.05</b>	<b>\$ 62.47</b>

HP  
 RD  
 6/25/14  
 ED

**PROBATIONARY APPRENTICE EFFECTIVE JUNE 1, 2011**

A company is eligible for a probationary apprentice when they have employed two apprentices. The probationary apprentice will be paid 35% of the journeyman rate and no fringes. The probationary apprentice will be employed for six months and then enter the apprenticeship program at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

Wage (taxable)	\$ 10.66	Pay this rate for days 1 through 90
Supplemental Fund (taxable)	\$ 0.11	Add \$.11 commencing 91st day of employment
International Training Institute	\$ 0.12	Add \$.12 commencing 1st day of concentrated training
<b>Total Package commencing 91st Day</b>	<b>\$ 10.89</b>	

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 contribution Report.

CC: BF, Email, Mail: IPF  
 Non Contributors  
 Local Union #80  
 BeneSys  
 Stefanskey, Holloway & Nichols



**SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION**



3221 West Big Beaver Road, Suite 305, Troy Michigan 48084-2896  
248-649-5450 ► Fax 248-649-2024 ► smacnad@smacnad.org ► smacnad.org

06/11/2015 **REVISION #3 - BREAKDOWNS JUNE 1 AND JULY 1**

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT**

Page 1

JOURNEYMAN	REVISION #3 NEW			REVISION #3 NEW	
	6/1/2014 5/31/2015	Change	6/1/2015 6/30/2015	Change	7/1/2015 5/31/2016
Wage (taxable)	\$ 30.47	\$ 0.86	\$ 31.33	\$ (0.02)	\$ 31.31
Vacation 11% (taxable)	3.35	0.10	3.45	(0.01)	3.44
Supplemental Fund (taxable)	2.22	0.24	2.46	0.03	2.49
Health & Welfare Insurance	9.65	-	9.65	-	9.65
Pension	13.71	-	13.71	-	13.71
Annuity	0.40	-	0.40	-	0.40
SUB	1.00	-	1.00	-	1.00
Joint Apprenticeship Fund	0.65	(0.10)	0.55	-	0.55
ITI / NEMI / SMOHIT	0.17	-	0.17	-	0.17
Industry Promotion Fund	0.64	-	0.64	-	0.64
Apprentice Reimbursement	0.20	0.23	0.43	-	0.43
Construction Trades Alliance	0.01	-	0.01	-	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 62.47</b>	<b>\$ 1.33</b>	<b>\$ 63.80</b>	<b>\$ -</b>	<b>\$ 63.80</b>

**PROBATIONARY APPRENTICE PROGRAM EFFECTIVE JUNE 1, 2011**

A company is eligible for a probationary apprentice when they have employed two indentured apprentices. The probationary apprentice will be employed for six months and then enter concentrated training at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

PROBATIONARY APPRENTICE	NEW			NEW	
	6/1/2014 5/31/2015	Change	6/1/2015 6/30/2015	Change	7/1/2015 5/31/2016
Wage (taxable)	\$ 10.66	\$ 1.34	\$ 12.00	\$ -	\$ 12.00
Supplemental Fund (taxable)	0.11	-	0.11	0.03	0.14
International Training Institute	0.12	-	0.12		\$ 0.12
<b>Total Package</b>	<b>\$ 10.89</b>	<b>\$ 1.34</b>	<b>\$ 12.23</b>	<b>\$ 0.03</b>	<b>\$ 12.26</b>

Pay this rate for days 1 through 90  
Add Supp Fund on 91st day of employment  
Add ITI on 1st day of concentrated training

We remind all contractors that the **changes** in the wages and benefits are effective **JUNE 1** and **JULY 1** and must be paid accordingly on that payroll. Contributions are payable on the **JULY 20** and **AUGUST 20** contribution report.

CC: BF, Email, Mail: IPF  
Non Contributors  
Local Union #80  
BeneSys  
Sachs Waldman  
Stefanskey, Holloway & Nichols  
St of MI LARA MIOSHA Wage and Hour Program  
U.S. Dept. of Labor (Davis Bacon)



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

13-53846-tjt Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02 Page 29 of



3221 West Big Beaver Road, Suite 305, Troy Michigan 48084-2896  
248-649-5450 ► Fax 248-649-2024 ► smacnad@smacnad.org ► smacnad.org

06/11/2015 **REVISION #3 - BREAKDOWNS JUNE 1 2015**

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT APPRENTICE**  
**JUNE 1, 2015 THROUGH JUNE 30, 2015**

Page 2

**INDENTURED APPRENTICE (paid during employment)**

	June 1, 2014 thru May 31, 2015				<b>REVISION #3</b> <b>NEW</b> June 1, 2015 thru June 30, 2015			
	45%	50%	55%	60%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th
Wage (taxable)	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 14.10	\$ 15.67	\$ 17.23	\$ 18.80
Vacation 11% (taxable)	1.51	1.68	1.84	2.01	1.55	1.72	1.90	2.07
Supplemental Fund (taxable)	2.22	2.22	2.22	2.22	2.46	2.46	2.46	2.46
Health & Welfare Insurance	5.60	5.60	5.60	5.60	5.60	5.60	5.60	5.60
Pension	13.71	13.71	13.71	13.71	13.71	13.71	13.71	13.71
Annuity	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.55	0.55	0.55	0.55
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.43	0.43	0.43	0.43
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
<b>TOTAL PACKAGE</b>	<b>\$ 39.82</b>	<b>\$ 41.52</b>	<b>\$ 43.20</b>	<b>\$ 44.89</b>	<b>\$ 40.62</b>	<b>\$ 42.36</b>	<b>\$ 44.10</b>	<b>\$ 45.84</b>

**INDENTURED APPRENTICE (paid for school days)**

	June 1, 2014 thru May 31, 2015				<b>REVISION #3</b> <b>NEW</b> June 1, 2015 thru June 30, 2015			
	45%	50%	55%	60%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th
Wage (taxable)	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 14.10	\$ 15.67	\$ 17.23	\$ 18.80
Vacation 11% (taxable)	1.51	1.68	1.84	2.01	1.55	1.72	1.90	2.07
Supplemental Fund (taxable)	2.22	2.22	2.22	2.22	2.46	2.46	2.46	2.46
ITI	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
<b>TOTAL PACKAGE</b>	<b>\$ 17.56</b>	<b>\$ 19.26</b>	<b>\$ 20.94</b>	<b>\$ 22.63</b>	<b>\$ 18.23</b>	<b>\$ 19.97</b>	<b>\$ 21.71</b>	<b>\$ 23.45</b>

We remind all contractors that the **changes** in the wages and benefits are effective **JUNE 1** and must be paid accordingly on that payroll. Contributions are payable on the **JULY 20** contribution report.

CC: BF, Email, Mail IPF

Non Contributors  
Local Union #80  
BeneSys  
Sachs Waldman  
Stefanskey, Holloway & Nichols  
St of MI LARA MIOSHA Wage and Hour Program  
U.S. Dept. of Labor (Davis Bacon)



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

13-53846-tjt Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02 Page 30 of



3221 West Big Beaver Road, Suite 305, Troy Michigan 48084-2896  
248-649-5450 ► Fax 248-649-2024 ► smacnad@smacnad.org ► smacnad.org

06/11/2015 **REVISION #3** - BREAKDOWN **JULY 1 2015**

**SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT APPRENTICE**  
**JULY 1, 2015 THROUGH MAY 31, 2016**

Page 3

**INDENTURED APPRENTICE (paid during employment)**

	<b>REVISION #3</b>					<b>NEW</b>				
	June 1, 2015 thru June 30, 2015					<b>July 1, 2015 thru May 31, 2016</b>				
	45%	50%	55%	60%		45%	50%	55%	60%	
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th		1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	
Wage (taxable)	\$ 14.10	\$ 15.67	\$ 17.23	\$ 18.80		\$ 14.09	\$ 15.66	\$ 17.22	\$ 18.79	
Vacation 11% (taxable)	1.55	1.72	1.90	2.07		1.55	1.72	1.89	2.07	
Supplemental Fund (taxable)	2.46	2.46	2.46	2.46		2.49	2.49	2.49	2.49	
Health & Welfare Insurance	5.60	5.60	5.60	5.60		5.60	5.60	5.60	5.60	
Pension	13.71	13.71	13.71	13.71		13.71	13.71	13.71	13.71	
Annuity	0.40	0.40	0.40	0.40		0.40	0.40	0.40	0.40	
SUB	1.00	1.00	1.00	1.00		1.00	1.00	1.00	1.00	
Joint Apprenticeship Fund	0.55	0.55	0.55	0.55		0.55	0.55	0.55	0.55	
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17		0.17	0.17	0.17	0.17	
Industry Promotion Fund	0.64	0.64	0.64	0.64		0.64	0.64	0.64	0.64	
Apprentice Reimbursement	0.43	0.43	0.43	0.43		0.43	0.43	0.43	0.43	
Construction Trades Alliance	0.01	0.01	0.01	0.01		0.01	0.01	0.01	0.01	
<b>TOTAL PACKAGE</b>	<b>\$ 40.62</b>	<b>\$ 42.36</b>	<b>\$ 44.10</b>	<b>\$ 45.84</b>		<b>\$ 40.64</b>	<b>\$ 42.38</b>	<b>\$ 44.11</b>	<b>\$ 45.86</b>	

**INDENTURED APPRENTICE (paid for school days)**

	<b>REVISION #3</b>					<b>NEW</b>				
	June 1, 2015 thru June 30, 2015					<b>July 1, 2015 thru May 31, 2016</b>				
	45%	50%	55%	60%		45%	50%	55%	60%	
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th		1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	
Wage (taxable)	\$ 14.10	\$ 15.67	\$ 17.23	\$ 18.80		\$ 14.09	\$ 15.66	\$ 17.22	\$ 18.79	
Vacation 11% (taxable)	1.55	1.72	1.90	2.07		1.55	1.72	1.89	2.07	
Supplemental Fund (taxable)	2.46	2.46	2.46	2.46		2.49	2.49	2.49	2.49	
ITI	0.12	0.12	0.12	0.12		0.12	0.12	0.12	0.12	
<b>TOTAL PACKAGE</b>	<b>\$ 18.23</b>	<b>\$ 19.97</b>	<b>\$ 21.71</b>	<b>\$ 23.45</b>		<b>\$ 18.25</b>	<b>\$ 19.99</b>	<b>\$ 21.72</b>	<b>\$ 23.47</b>	

We remind all contractors that the **changes** in the wages and benefits are effective **JULY 1** and must be paid accordingly on that payroll. Contributions are payable on the **AUGUST 20** contribution report.

CC: BF, Email, Mail IPF

Non Contributors  
Local Union #80  
BeneSys  
Sachs Waldman  
Stefanskey, Holloway & Nichols  
St of MI LARA MIOSHA Wage and Hour Program  
U.S. Dept. of Labor (Davis Bacon)



## **Attachment A3**





# **SHEET METAL WORKERS' LOCAL UNION NO. 80**

## **FRINGE BENEFIT FUNDS**

P.O. Box 1408 / Troy, MI 48099-1408 / (248) 641-4980 (800) 400-7710

March 25, 2020

John Naglick, Chief Deputy CFO / Finance Director  
The City of Detroit  
Coleman A. Young Municipal Center  
2 Woodward Avenue Suite 642  
Detroit, MI 48226

Certified Mail #: 70181130000226644458  
Return Receipt Requested

**RE: THE CITY OF DETROIT  
NOTICE OF ASSESSMENT OF EMPLOYER WITHDRAWAL LIABILITY  
SHEET METAL WORKERS' LOCAL UNION NO. 80 PENSION TRUST FUND**

Dear Mr. Naglick:

The City of Detroit has been determined to have completely withdrawn from the Sheet Metal Workers' Local Union No. 80 Pension Trust Fund ("Fund") pursuant to ERISA Section 4203.

The Fund's actuary has determined the City of Detroit's employer withdrawal liability to be \$123,614 (after application of the *de minimis* rule) and the Fund now demands payment with interest in fourteen (14) quarterly installment payments as follows:

- 13 quarterly payments in the amount of \$9,737 and
- 1 quarterly payment in the amount of \$8,565.

The Fund assumed no interest during the period between the first day of the plan year containing withdrawal and the due date of the first payment. Thereafter, interest was calculated using 7.5% (the interest rate from the most recent actuarial valuation performed for the Fund).

The City of Detroit's first installment payment of \$9,737 must be received no later than May 1, 2020. The next payment is due three (3) months from the City of Detroit's first payment, and at three-month (quarterly) intervals thereafter. The City of Detroit may pre-pay any or all of its employer withdrawal liability assessment and the Fund will calculate and advise the City of Detroit of its reduced interest amount.

The City of Detroit shall remit its payments by check payable to "Sheet Metal Workers' Local Union No. 80 Pension Trust Fund" and mail those payments to Hope L. Calati, Esq., 1423 Twelve Mile Rd., Madison Heights, MI 48071. Otherwise, if the City of Detroit would like to make its payments by electronic transfer, contact me.

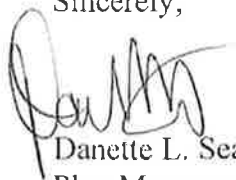
The City of Detroit is obligated to pay regardless of any request for review or arbitration. If payment is not received by the due date, the City of Detroit will be charged interest for the late payment from the date the payment is due until it is received, in accordance with 29 CFR § 4219.32.

If the City of Detroit disagrees with the Fund's determination, the City of Detroit must seek review of any specific matter relating to the determination of liability and/or the schedule of payments no later than 90 days after receipt of this Notice. After its review, the Board of Trustees will notify you of its decision, the basis for the decision, and the reason for any change in the initial determination, if any. The effective date of any revised assessment, however, will relate back to the date the City of Detroit received this assessment.

ERISA mandates that disputes regarding withdrawal liability be arbitrated. Arbitration must be initiated within 60 days after the earlier of (1) the Board of Trustees decision on review, or (2) 120 days after you seek review. The Board of Trustees has adopted the Multiemployer Pension Plan Arbitration Rule for Withdrawal Liability Disputes of the American Arbitration Association and any arbitration proceedings regarding this matter shall be conducted in accordance with those rules.

If you have any questions regarding the above, I suggest you contact your attorney.

Sincerely,



Danette L. Sears  
Plan Manager

cc: Hope L. Calati, Esq.  
Angela L. Jeffries, EA, MAAA, Consulting Actuary  
June Adams, Chief of Staff, City of Detroit, adamj@detroitmi.gov